

WORKFORCE DEVELOPMENT ISSUES

- Are there sufficient health care personnel to practice public health/public health nursing?
- Are they adequately educated to meet the future needs of population based health care?
- Is there a nursing shortage in Virginia?

????????????????????

YES!

NO!

POSSIBLY?

POSSIBLY NOT?



NO ONE KNOWS...

We do not have an accurate data base that tells us where nurses are working and where there are shortages.

HJR 682 directed the Joint Commission on Health Care to:

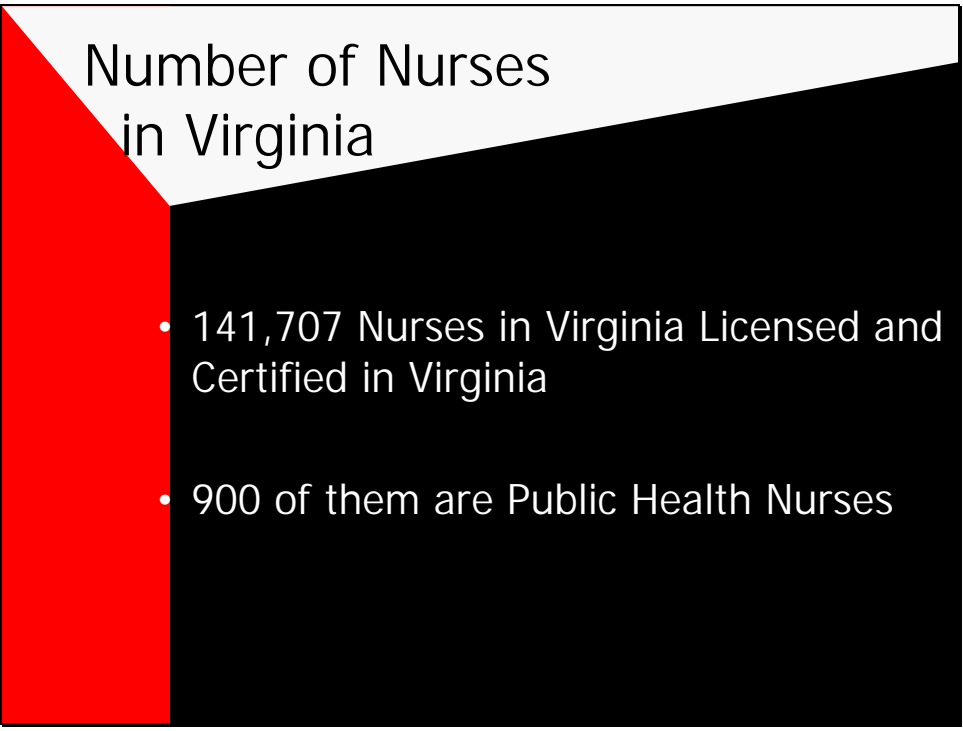
- Examine the data available on nurses and other nursing-field professionals.
- Identify gaps in current data.
- Examine what other states are doing to collect data on nursing.
- Identify the specific geographic, demographic or other information on nurses to enable the public and private sectors to make informed health care policy and business decisions.

DATA COLLECTION...UGH!



Data is Needed for Planning

We anxiously await the legislative recommendations that may come out of this study.



Number of Nurses in Virginia

- 141,707 Nurses in Virginia Licensed and Certified in Virginia
- 900 of them are Public Health Nurses



PUBLIC HEALTH CORE FUNCTIONS

Assessment

Policy Development

Assurance

ASSURANCE

- Assure a competent public health and personal care workforce.
- Link people to needed personal health services and assure the provision of health care when otherwise unavailable.

PHN Role, *Then* and Now

- To fulfill our assurance function, we provided clinical care (personal health services) in clinics. Even last year we provided 1,100,000 clinic visits and 400,000 home visits.
- As Medicaid Managed Care moves across the state, those numbers are decreasing rapidly, not only reducing our clinic population, but our case management referrals as well.

PHN Role, Then and ***Now***

- We are in the middle of two worlds:
- In some areas we are still needed for personal clinical care services to targeted populations.
- We will continue to provide communicable disease control and prevention in homes, clinics and communities.

PHN Role, Then and ***Now***

- We are most needed to improve population health!
- However, we lack many of the necessary skills to change our role in communities.

Impact of Clinical Services

- We would like to think that we have had effect on healthier babies,
- improved parenting,
- decreases in communicable disease,
- early identification of developmental delays in children, etc., but we have done this on an individual case by case basis.

Impact of Population Based Services

- Healthier population through improved life style changes.
- Healthier communities through coalition building and partnering with the private sector to prevent illness and chronic disease and improve pregnancy outcomes of large groups in the community.

Forces Affecting Public Health Nursing

- Marketability
- Greater Diversity of Client Groups
- Aging Population
- Adapting to Rapid Change
- Tension Between the Demand for Lower Taxes and Increased Access to Services.
- "Private" Health Departments

Forces Affecting Public Health Nursing

- Continuing Focus on Data Systems, Performance and Quality Improvement.
- Increasing Impact of Chronic Illness
- Violence, Teen-aged Pregnancy
- The Growing Number of Uninsured
- Managed Care
- Moving From a Focus on Health of the Individual to the Health of the Population.

Forces Affecting Public Health Nursing

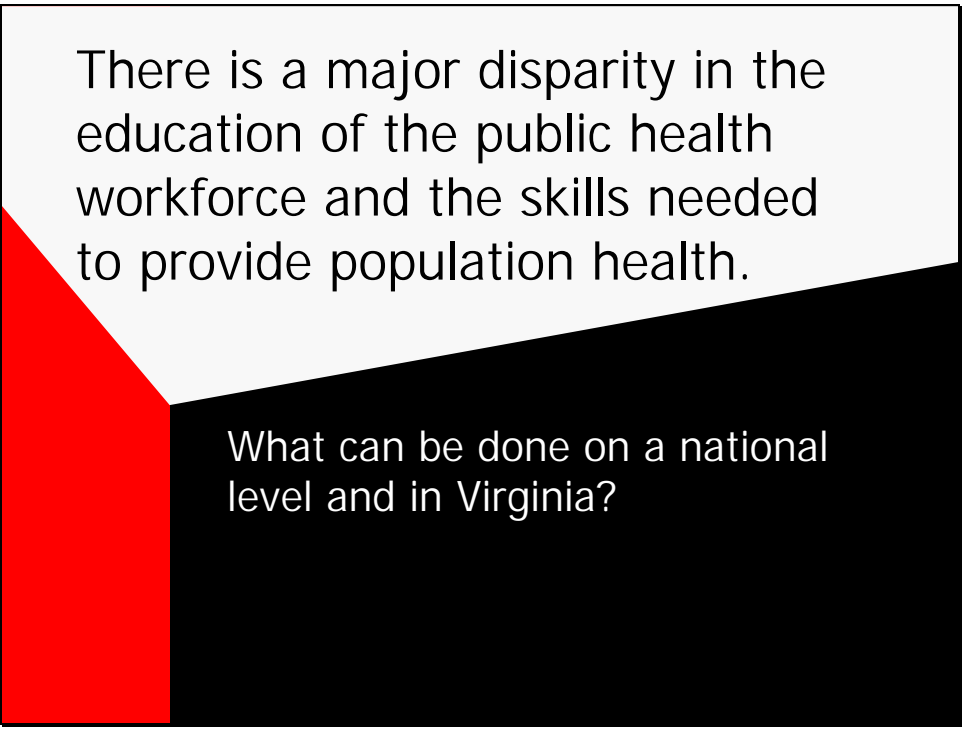
- Two Thirds of the National Public Health Nursing Workforce Lack B.S. Degrees and Do Not Have Education in Basic Public Health Nursing Science.
- Fifty Percent of Virginia's Public Health Nurses Lack a BS Degree.
- Lack of Skills Needed to Practice Public Health Nursing in the Future.

Skills Needed for the Future

- Epidemiology
- Managing Change
- Measuring Health Status of Communities and Neighborhoods
- Policy Development
- Coalition Building
- Program Evaluation
- Data Analysis and Statistics

Skills Needed for the Future

- Health Economics
- Quality Improvement
- Strategic Planning and Thinking
- Health Promotion Models and Approaches
- The Use of Interdisciplinary Teams and Unlicensed Assistive Personnel



There is a major disparity in the education of the public health workforce and the skills needed to provide population health.

What can be done on a national level and in Virginia?

National Initiatives

- The Centers for Disease Control and Prevention have collaborated with the Association of State and Territorial Directors of Nursing in One Interactive Teleconference for Public Health Nursing Leaders.
- CDC and the Columbia Center for Health Policy and Research Proposed Two Year Interdisciplinary Curriculum

Virginia Initiatives

- In 1996 the public health nurse managers wrote a document entitled "The Role of Public Health Nursing in Virginia's Changing Health Care Environment."
- We identified our greatest educational need to be the use of data for planning and policy development.

Virginia Initiatives

- In October of 1997, we held a Virginia Teleconference: "Use of Data for Public Health Planning" designed by Dr. Elizabeth Turf from the Survey Research Laboratory/Center for Public Policy, Virginia Commonwealth University

Where do we go from here?

- We need data defining where nurses are working and where they are needed.
- We need a smaller, more educated public health nursing workforce.
- We need to develop a serious on-going plan to educate the present workforce.
- We need to hire individuals with the skills needed for the future.